Women

SUMMARY OF MANITOBA GOVERNMENT MEASURES TO ENSURE IMPLEMENTATION OF THE NAIROBI FORWARD LOOKING STRATEGIES

U P D A T E

Prepared by
Manitoba Women's Directorate
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AGRICULTURE (FLS paragraphs 62, 174-178, 184-188)

General Comment

Women in Manitoba have guarantees with respect to access to land and other means of production. Rural women and men as well as farm families are recognized as equals when identifying target groups for agricultural and rural development programs.

Policies & Programs

* Agricultural programs and policies encourage producers and farm families to improve their production and marketing of products and build on family strengths through financial and technical assistance.

* Implementation of equitable and stable investment and growth policies for rural development. Credit policies clearly identify that eligibility is restricted to persons 18 years of age or over who are principally occupied in farming.

* The Water Services Board assists towns and villages in the construction and operation of new or expanded water and sewer systems.

* Although the Manitoba government has no programs operating in Third World countries, the Manitoba government has always sponsored development and training programs supported by the federal government, producer groups, and charitable organizations.

* Provision of education and counselling in financial management, family living, clothing, nutrition, housing, personal development and leadership training specifically to women through courses, meetings, workshops and papers initiated by the Manitoba Women's Institute, other farm women's groups or by the extension home economists.

* Both women and men are given access to training programs offered at their local agricultural office or at the Brandon Agricultural Centre. The courses and/or other topics offered at the Centre have ranged from production and management courses to personal development and stress management.

* The Human Resource Management Strategy developed by Manitoba Agriculture in 1986/87 emphasizes the importance of the human aspect of programming for the farm family: eg. Farm Business Group programs offered to both women and men by Manitoba Agriculture incorporate both farm management and family management topics.

* Manitoba Agriculture staff work with Assiniboine Community College and Canada Employment Centre to promote and offer

courses such as Farm Machinery Operation for Women and Use of Computers.

* Farm Family Seminars, offered locally provide programs on family living topics such as inter-generational family relationships, communication, decision making and goal setting, stress management and time management.

ATTORNEY GENERAL

I - LEGAL EQUALITY (FLS paragraphs 65, 66, 68, 73 - 75)

General Comment

In 1985, the Manitoba government introduced and passed the Equal Rights Statute Amendment Act which eliminated certain types of discrimination which existed in Manitoba legislation. Legislation is continually being reviewed by government officials to identify further areas of discrimination.

Policies & Programs

* Equality of Status Act (1982) abolished archaic common law and statutory actions relating to relationships between husband and wife, child and master and servant.

* Family Maintenance Act of Manitoba provides that any housekeeping, child care or other domestic services performed by one spouse of a family is a financial contribution to the marriage.

* Upon marriage breakdown, either parent may apply for custody of children.

* References to "illegitimate children" have been deleted from the statutes of Manitoba. Children have equal rights regardless of the marital status of their parents.

* Family Law Legislation
  - white paper on Family Law Reform developed and will probably be released in 1988.

* Maintenance Enforcement System
  - improved enforcement program
  - expansion of system to include the whole province
  - legal counsel.

* A Unified Family Court System operates in Winnipeg, St. Boniface and Selkirk. Presently, consideration is being given to ways of expanding the Unified Family Court System throughout the Province.

* As reported in 1987, a second grant was awarded to the Charter of Rights Coalition to review provincial statutes, policies and regulations for possible non-compliance to the equity sections of the Canadian Charter of Rights and Freedoms (sections 15 and 28).

  This review was completed in November, 1987, covering Health, Education, and Corrections. The second CORC review is now being studied by the provincial government.

BUSINESS DEVELOPMENT & TOURISM

General Comment

There is an increasing interest in self-employment as a viable route to economic independence for women. Over the 1980 - 85 period, the number of self-employed women increased by 45%. Manitoba has a number of support programs in place for entrepreneurial women who wish to explore this option.

Policies & Programs

* Provincial Venture Capital Program has assisted 11 women over the last 2 years (out of 240 clients).

* A woman has been hired to specialize in entrepreneurial support to women. Annika Weeks-Lintott was hired in December, 1987, as an Economic Development Officer with the Department of Business, Development and Tourism to assess existing programs and services for their applicability to women. As a follow-up to the government's recently released study "Entrepreneurial Women in Manitoba", Weeks-Lintott's challenge is to identify the needs of women in the business community, and to promote women's business development. "Entrepreneurial Women in Manitoba", an overview and summary of women in business, was prepared under the Direction of the Manitoba Women's Directorate and funded by the Departments of Business, Development and Tourism and Industry Trade and

Technology. Written and researched by consultant Kathy Mancer, the study summarizes women's participation in business development programs, highlights the reasons for women's participation in business and the obstacles faced, and suggests modifications to enhance women's participation. The study recommends effective integration of women's needs into the development of government policy in small business.

* Another initiative undertaken by the Manitoba Government involves support at the community level. As well as receiving support to establish a network of business owners throughout the province, the Women Business Owners of Manitoba has received approval for a $9,000 grant from Business Development and Tourism Minister Al Mackling (subject to matching funds raised by the organization).

* The Department of Business Development and Tourism also sponsored two seminars involving the Minneapolis-based Women's Economic Development Corporation (WEDCO). WEDCO supports women's businesses through development seminars, consultations and enhanced access to finances.

* Regional Development Corporations, the Community Colleges, the Enterprise Development Centres and the Home Economics Directorate all provide support to women interested in self-employment.

CIVIL SERVICE COMMISSION

I - AFFIRMATIVE ACTION

The Government of Manitoba and the M.G.E.A. are committed to the concept of affirmative action, to redress existing discriminatory barriers, and to enhance promotion and equality of treatment within the provincial government for women, physically disabled persons, natives and visible minorities.

Policies & Programs

* Affirmative Action now under direction of the Minister responsible for The Civil Service Act. Strengthens and coordinates efforts for implementation.

* Ministerial advisory/liaison body with representatives from the four target groups established June, 1987. Will assess programs and make recommendations.

* July, 1987, a new Human Rights Code passed by the Manitoba Legislature. New code broadens the definition of discrimination to include systemic discrimination.

* Development and Training Branch offers training programs on Affirmative Action for employees and managers.

* Affirmative Action Counselling & Support Service Unit established.

Future Directions

* Increase the proportion of women represented in government boards and commissions. Women now occupy 41% of positions.

* Job redesign and technical aids for people with disabilities.

II - HUMAN RIGHTS CODE

* The Human Rights code has been amended and strengthened. Legislation was passed July 17, 1987.

  - prohibition against discrimination has been expanded to include pregnancy, possibility of pregnancy or circumstances related to pregnancy, gender-determined characteristics or circumstances and sexual orientation.

  - "harassment" has been more clearly defined

COMMUNITY SERVICES

I - CHILD ABUSE (FLS paragraph 231)

General Comment

Over the last few years, the Department has placed considerable emphasis on the prevention, intervention, and treatment of child-victims, their families and offenders.

Policies and Programs

* The Child and Family Services Act was amended to strengthen the child abuse provisions and to allow courts to order removal of the suspected abuser, rather than the victim, from the home.

* Due to the changes in both Federal and Provincial legislation along with increasing demands for more effective identification and reporting of child abuse cases, all existing protocols and printed material have been revised and updated and new protocols established for medical staff, teachers, social workers, day care workers, and foster parents.

* Funding of regional (i.e., Children's Aid Societies) and Native Child and Family Services Agencies ensure alleged abuse cases are investigated and appropriate action taken. Action could include alternate placement, supervision of the child in the home, and removal of the abuser under court order.

* A Child Abuse Program Coordinator and a Child Abuse Specialist support service delivery and provide staff training and program development.

* Programs include victim assistance, child advocacy, parent support programs, prevention programs in schools, and working with regional inter-disciplinary teams, video taping project, and the third party assault family support project.

* An externally commissioned review on sexual abuse services in Winnipeg was released in 1986 and contained 55 recommendations aimed at all aspects of the service delivery continuum.

* In 1987/88, significant work has been accomplished to implement major report recommendations including creation of Child Abuse Committees, re-establishment of a Child Abuse Registry under new legislation, development of program

standards and support and development of community-based emergency reception resources.

Future Directions

* Continuing emphasis on public awareness, professional development, and community education programs.

* Continuing emphasis on coordination and cooperation to ensure the protection of children from potential child abuse, and appropriate training and action focusing on the victims and abusers.

II - CHILD DAY CARE (FLS paragraph 228)

General Comment

Manitoba Community Services has emphasized improving the quality and availability of child day care in Manitoba, and providing equitable remuneration to qualified staff. Manitoba also continues to take the lead in proposing changes to child care legislation and funding at the national level.

Policies and Programs

* The Community Child Day Care Standards Act and regulations set out mechanisms for government funding and licensing of day care facilities, physical and program standards for the facilities, and educational/training requirements for staff.

  - 1987-88 Child Care budget increased to $29 million from 5.7 M in 1980-81.

  - As of January 31, 1988, there were 289 child care centres and 328 family child care homes, for a total of 11,017 provincially funded spaces.

  - Established an experimental program offering 24-hr. child care services for shift workers.

  - There has been an increase in the number of children with physical and mental disabilities enrolled in regular child care programs, with approximately 225 children being enrolled in 1987/88.

  - Increased funds have been made available to permit higher salary levels for child care staff, who are primarily women.

Future Directions

* Continuing the policy of substantial increases in the numbers of child care spaces with particular emphasis on infant care.

* Enhancing the already high quality of care offered.

* Addressing a growing demand for child care in small communities and among farm families through special rural demonstration projects.

* Supporting employer-sponsored child care projects.

* Expanding assistance and resources for children with special needs to include those with emotional and behavioural problems as well as those with physical and mental disabilities

III - CORRECTIONS (FLS paragraph 297)

General Comment

Manitoba's correctional legislation and accompanying regulations and policies apply equally to women and men; however, programs and services have been developed to address the special needs of women.

Policies and Programs

* Programs have been developed at the Portage la Prairie Correctional Institute in the operation of a number of community services. As part of the Portage la Prairie Correctional Institute Re-Entry Program, women from the Institute are encouraged to volunteer and participate in various programs operating in the community.

* Outreach Programs include participation in the Portage Friendship Centre, women's shelter and child care centre.

* Community correctional programs have been developed to meet the needs of women:

  - The Ikwewuk Ma Mawi Wi Chi Itata Project is an ongoing project funded by the federal Department of the Solicitor General and Ma Mawi Wi Chi Itata Centre, the purpose of which is to make Native women and community agencies aware of the alternative correctional and support services which are available to Native women and their families. This program has also facilitated the development of a safe home in Winnipeg for Native women and their children.

Also, a video presentation is being developed to describe the correctional support services available through the Ma Mawi Wi Chi Itata Centre.

- A Shoplifting Program initiated and supported by Community Services is offered by the Elizabeth Fry Society. This program is essentially a counselling program designed to assist women apprehended for shoplifting where it is thought the behaviour is related to emotional problems.

Future Directions

* Increased attention will continue to be given to women in conflict with the law, particularly in the area of alternatives to incarceration; a departmental evaluation of the Shoplifters Program is being planned at this time.

* Increased attention to funding for community and early intervention programs.

IV - MINORITY AND INDIGENOUS WOMEN (Paragraphs 302-303)

General Comment

Manitoba has taken a leadership role in the development of an inter-provincial strategy paper on Native women and economic development. The province has also endorsed two guiding principles in terms of programming for Native Women:

- the right to economic security, and
- input into defining, initiating, designing, developing, implementing, managing and evaluating progress and services appropriate to their needs.

Women's groups in the Native community feel that their needs are many and pressing. There is a feeling of urgency in the community to service the identified needs on all fronts. Women feel that community initiated projects often encounter attitudinal obstacles and frustrations when seeking government and community supports during attempts at implementation.

Policies & Programs

* 32 Child Care spaces for infants up to 2 years of age have been allotted to Ni Gawn Ah Kai Day Care. A board has been appointed and they are in the process of looking for physical space. This program receives Provincial child care funding.

* Payuk Inter-tribal Co-op Limited is planning to establish a housing complex for single parent Native women and their children. MHRC have committed support to this project.

Future Directions

* The Women's Directorate will continue to facilitate community consultations with immigrant and visible minority women's groups to determine gaps in services and general needs and concerns.

* The Women's Directorate is committed to an ongoing consultation process with Native women in an effort to develop a Native Strategy plan of action by June, 1988.

V - WIFE ABUSE (FLS paragraphs 231 and 238)

General Comment

Community Services is committed to providing services to victims of abuse, their children, and the perpetrators of abuse as well. The Department supports a large number of community-based organizations whose objectives are to assist victims of wife abuse.

Policies and Programs

* Funding to provide shelters, second stage housing, and a network of safe houses for abused women and their children.

* Support services are available in the form of crisis lines, crisis intervention and referral, and support groups for women and children.

* Through Probation Services, batterers' treatment groups have been developed throughout the province.

* Funding is available to a native Family Services Centre to develop counselling and training services.

* Development of comprehensive services for immigrant women is in process.

* A wife abuse unit has been established within the criminal justice system.

* Funds have been increased for the waiver of fees to remove financial barriers to access shelters.

Future Directions

* Stabilize funding base for wife abuse services to ensure an equitable level of funding throughout Manitoba.

* Develop guidelines and standards of service delivery.

VI - WOMEN AND CHILDREN WITH DISABILITIES (FLS paragraph 296)

General Comment

Community Services is committed to ensuring that social services are accessible to all Manitobans, and that supplemental services are available to individuals with disabilities. Whenever possible, services are provided within a community setting.

Policies & Programs

* Establishment of a secretariat within the department to steer the government-wide initiative with the long-term goal of ensuring that disabled and non-disabled Manitobans have equal access to government programs and services. This secretariat will access government programs and services and will assist government departments in implementing the six year program, policy and facilities development plans which have been developed.

  - 22 departments and 2 major commissions have been in a planning process with the coordinator since December, 1987, and the work is ongoing.

  - A progress report entitled "A Proposal for a Manitoba Plan of Action Concerning Disabled Persons" has been developed and submitted to government. It is hoped that this document will serve as a guide for policy and program formation.

  - A 10 minute video tape focusing on the principles of the Decade of Disabled Persons and on how they can be operationalized in the Province of Manitoba has been developed and is available to the public.

* Approximately 880-900 families with disabled children in the home receive services from this branch. Services and programs include:

  - Respite care
  - Child development - infant stimulation
  - Supplies - disposables where necessary
  - Transportation to special needs services
  - Specialized equipment needs to benefit mobility and enhance quality of life.

* 165 children with disabilities remain in institutional care. Major funds are committed to their care and needs. As well, many support programs and services are developed and maintained for their families.

Future Directions

* Continued commitment to providing supplemental services which will allow children with disabilities to participate fully within the community.

* Commitment to involve consumer and advocacy groups in government planning for services to persons with disabilities.

* Considerable emphasis on integration of services for persons with disabilities in the community setting.

CULTURE, HERITAGE & RECREATION

I - LIBRARY RESOURCES

General Comment

Public Library Services works in cooperation and collaboration with all Government departments and libraries, to develop and provide library services to rural Manitobans.

Policies & Programs

* Public Library Services provides books-by-mail and travelling library service to rural Manitobans and communities that are without an established public library service.

* Public Library Services provides special collection support to rural Manitoba public libraries which includes multilingual materials, large print, talking books, video tapes, french language materials and 16 mm film.

* The Winnipeg Centennial Library makes similar special library materials available to urban dwellers.

Future Directions

* To expand the multilingual biblioservice to include a greater number of the language groups in rural Manitoba.

EDUCATION

Policies & Programs

I - KINDERGARTEN - GRADE 12

* Consultants in all subject areas have been asked to identify resource materials which include information on women's contributions to their particular discipline. These materials will be added to the list of recommended teacher resources in each area.

* A number of films and videos on women's issues have been reviewed for use by the Manitoba Educational Television Program and possible purchase by the Multiculture Educational Resource Centre.

* As well as continuing workshops on Women in Science and Mathematics, workshops have been planned on Women in the Trades and Women in Non-traditional Occupations. Part of the objectives for these workshops are to introduce participants to a number of people involved in re-training and support programs for women wishing to enter non-traditional occupations.

* Making teachers aware of community events such as the Women's Arts Festival is also an ongoing initiative.

* Consultant assistance is given to teachers developing a women's studies course on an individual basis.

II - POST-SECONDARY ADULT AND CONTINUING EDUCATION

Universities:

* A Sexual Harassment Officer has been appointed at the University of Manitoba.

* The Manitoba government provides financial support for a Joint Chair in Women's Studies between University of Manitoba and University of Winnipeg. Professor Keith Louise Fulton has been appointed to the Chair. University of Winnipeg and University of Manitoba have now approved a major in women's studies as part of an Arts Degree.

* Pay Equity negotiations on schedule in all 3 universities. Pay adjustments scheduled for implementation in October, 1988.

PSCD (Post-Secondary Career Development Branch):

* The native population is the priority target group for a large number of programs at Community Colleges and Universities. Most students entering these programs are mature students with dependents and 2/3 of them are women.

* Programs developed based on the ACCESS educational model:

  a) 1982-87 - seven programs under the Northern Development Agreement. Two are targeted specifically for individuals of aboriginal ancestry. The two are:

     1. SPSP - Special Pre-med Studies Program
     2. PHP - Professional Health Program.

  b) Five Provincially Funded programs.

  c) Four Limestone Programs (LTEA Institutional-based).

Statistics reflecting women's participation:

Program	Enrolled ever		Graduates		Current Enrolment	
	Total	Women	Total	Women	Total	Women
Northern Development Agreement (7)	1,027	676	159	120	349	261
Provincially (5) Funded Programs	529	406	406	143	219	166
Limestone Programs (4)	281	71	42[1]	13[1]	163	42

1 reflect figures for two programs only. The other two programs expect first graduates in 88/89 and 90/91.

Community Colleges

* Red River Community College, in Winnipeg, offers five women's programs: Pre-Trades for Women; Pre-Technology for Women; Career Orientation for Women; Computer Training for Women; and Data operator/Word Processing for Immigrant Women.

  Beginning in January of 1988, evening child care was offered as a service to students for the first time. This service is especially helpful to women who wish to pursue post secondary studies since, in most cases, they have the primary child care responsibilities.

The College also has a Women's Programming Office which is responsible for services and programming for women. The mandate of the Women's Programming Office at RRCC is to provide support for female students, especially those in non-traditional courses; to serve as an advocate on issues that concern women in the College, and to liaise with the community in order to identify women's educational needs and to share information and resources which would assist in meeting those needs.

* Assiniboine Community College, in Brandon, offers a Career Opportunities in Preparation for Employment (COPE) program three times a year exclusively for female clientele. Other programs directed to women include Business Entrepreneurial Skills for Women, Office Skills Refresher for women, and a recently completed Community Health Worker for women given in Russell. Within Assiniboine Community College's Agricultural division, three courses, designed specifically for women, have been offered in several locations throughout Manitoba. Courses include Agricultural Equipment Operation for Women, Basic Maintenance of Farm Equipment for Women, and Farm Management Skills for Women. In 1986-87, 59% of all students registered in the agricultural programs were women. Opportunities for part-time and full-time studies are highly flexible in terms of entry times and methods of delivery. The College has established an Affirmative Action committee and has been focusing efforts towards increasing the percentage of women in all non-traditional programs, by adopting a pro-active approach to recruitment of women.

* Keewatin Community College, in The Pas, is in the process of developing a Career Orientation and Pre-Trades Program for Women, and hopes to offer follow-up training (i.e., apprenticeship training) which will ultimately lead to Journeyperson status.

  The College has recently appointed a staff member who is responsible for coordinating the College's efforts in developing programming for women in non-traditional trades. The College has also established a Focus on Women Committee to make recommendations to the College administration on changes that are required to make post secondary study more accessible to women.

Adult & Continuing Education

* The Adult and Continuing Education Branch is providing program development and English as a Second Language support to 13 projects with different ethno-cultural and settlement service organizations. The classes are tailor-made to meet the needs of immigrant women and seniors. Under the New

Initiatives Program, the Adult and Continuing Education Branch is funding a program for Franco-Manitoban women through Pluri-Elles (Man.) Inc. This program is designed to improve French grammar skills. Two special projects with the Immigrant Women's Employment Counselling Service providelanguage training to meet the special needs of their clients, specifically telephone skills and English as a Second Language (ESL) literacy. A special language training course for immigrant women who wish to become home child care providers is being offered by the Branch.

Student Aid

* The Student Aid Branch, which offers financial assistance to qualifying students in the form of Canada Student Loans and Manitoba Government Bursaries/Loan Rebates, provides additional assistance to students whose need exceeds maximum loan and bursary awards. Since many of the high needs students are single parent mothers, women often benefit from this additional assistance. The Student Aid Branch also provides a unique form of funding through the Special Opportunity Social Allowance Recipients (SOSAR) program, in conjunction with Student Social Allowances, Department of Employment Services and Economic Security. These awards allow single parents who are long term Social Allowance recipients to return to school and complete their education debt-free. Most of the recipients are women.

Future Directions

* The Adult and Continuing Education Branch in conjunction with the Immigration and Settlement Branch of Economic Security and Employment Services, is developing "Simple English" versions of Child Care subsidy application forms which will be translated into major immigrant languages and distributed by Child Day Care.

* Red River Community College will be offering new programming for women in Power Engineering, Electronics Engineering Technology, and Small Business Management courses in the near future. The expanded women's programming will be accompanied by pro-active recruiting and services.

  All three Community Colleges are attempting to recruit women into non-traditional occupational areas. The Post-secondary, Adult, and Continuing Education Division (PACE) of Manitoba Education is working with the Departments of Labour and Employment Services and Economic Security to develop effective strategies to achieve the goal of attracting women to non-traditional areas, including apprenticeship trades. A conference held at Red River

Community College in early February brought together educators, employers, and labour representatives to examine this issue.

PACE is committed to increasing the number of women students and the number of women instructors in the Community Colleges. Aggressive recruiting measures have been adopted. Progress in the staffing area is expected to be slow given the low turnover rate of staff positions.

EMPLOYMENT SERVICES & ECONOMIC SECURITY

I - ELDERLY WOMEN

Policies & Programs

* There is no specific governmental committee or organization mandated to deal specifically with the concerns and needs of elderly women; however, many programs are in place for elderly persons and a large percentage of participants in these programs are women.

* Where specific needs are identified, groups of elderly women have implemented their own initiatives to apply for funding and support.

* The Job Training for Tomorrow Program provides employers hiring unemployed persons over 55 years of age with an additional 4 weeks of wage assistance above what employers would be eligible for under the general program.

* In 1983, the Manitoba government amended the Pension Benefits Act, substantially improving the minimum standards government employment pension plans in the province. Since two-thirds of all women over the age of 65 live below the poverty line, changes to pension plans are significant for their impact on women, both as contributors and as spouses of contributors.

  These reforms provide improved portability arrangements and a reduced vesting period, both of which benefit women as they tend to leave the work force more frequently due to family responsibilities. Splitting of pension credits upon marriage breakdown and survivor's benefits protect dependent spouses, primarily women, from reductions in income due to divorce or the death of a contributing spouse. Additionally, pension provisions were extended to many

part-time workers, most of whom are women. Manitoba continues to lead the rest of Canada in terms of progressive policy in this area.

The 55 Plus Income Supplement is a provincial program providing quarterly benefits to Manitobans who are 55 years of age and over and whose incomes are within certain levels. Many of this program's beneficiaries are women; in many instances, women between the ages of 55-64 years are most in need of income support before they become eligible for other programs at age 65.

II - EMPLOYMENT/LABOUR (FLS paragraphs 67, 69-72, 87, 88, 132-146)

General Comment

The Manitoba Government accepts the principle that women are being treated inequitably in today's labour market. The major concerns are first, that the average quality of women's employment in terms of wages, benefits etc. are inferior to that of men's employment and second, that many women face severe barriers to labour market entry and advancement.

The Government has made a commitment to improve the labour market opportunities available to all Manitobans through the creation of long-term higher quality employment and it is expected that women will gain their share of these new positions. To that end the government has placed a special emphasis on assisting women to enter those non-traditional areas of employment where incomes and other benefits are higher.

Manitoba is also directing a high proportion of job creation and training expenditures to those women with a marginal labour market attachment. Improving the skill levels of these women will assist in bridging the gap between social assistance dependency and successful labour market participation.

Policies and Programs

* The Job Training for Tomorrow program was instituted in October, 1986. The primary focus of this new program has been to promote the creation of higher quality long-term job opportunities. To accomplish this the JTT places a greater emphasis on the development of an individual's labour market potential through training and related work experience. Previous job creation programs had been designed primarily to reduce the high unemployment levels that had occurred during the 1982/83 recession. With unemployment at lower levels, concern has shifted from the provision of a high quantity of jobs to the provision of jobs of high quality.

Job Training for Tomorrow is now in its second cycle (October 1987 to September 1988) of operation. As was the case during the first cycle, the program gives priority to the hiring of women in non-traditional or technical occupations through a special sub-component.

The Manitoba Government has been concerned with the level of women's participation in job creation programs. During Job Training for Tomorrow's first cycle, 2,038 individuals participated, of whom 1,075 or 53% were women.

* Linkages between employment and economic security programs have been enhanced by the signing of the Canada/Manitoba Agreement on Employability Enhancement for Social Assistance Recipients. Under this agreement, $12 million has been allocated to four programs in 1987/88 and 1988/89, with each of the two levels of government contributing $6.0 million. These programs are designed to provide employment, experience, skills training and life skills development for Manitobans on social assistance, a large proportion of whom are women.

  The most important of these programs for women is the Single Parent Job Access Program. This program was a new initiative in 1987/88 that was built on a similar pilot program run a year earlier. Single Parent Job Access provides working experience, training, counselling and support to single parents (primarily women) who are social assistance recipients. Participants are placed in work experience situations and receive minimum wage plus subsidies for child care costs and related work expenses. During 1987/88, the program is expected to provide work experience opportunities for about 600 clients. Funding is cost-shared through the Federal Canadian Jobs Strategy program.

* An interdepartmental committee on Women in Non-traditional Occupations has been formed to help develop a Manitoba Government strategy that would provide programs and services to increase the number of women in non-traditional occupations by increasing women's access to related training and employment opportunities.

* The Manitoba Government is in the process of conducting seminars on Women in Non-traditional Occupations. These seminars will attempt to synthesize views expressed by a number of interest groups such as business, labour and the public sector as well as current tradeswomen themselves. Subsequent to the seminars, a report will be published on the subject with recommendations and a suggested coordinated plan of action for all parties involved.

Future Directions

* The Manitoba Government will continue to offer a variety of job creation and work experience programs to enhance the labour market potential of Manitobans. Special emphasis will continue to be placed on the enhancement of women's participation in these programs, particularly with regards to their access of non-traditional jobs.

  A continued emphasis will be placed on developing the linkage between employment and social assistance programming through a proposed expansion of programs under the Canada/Manitoba Agreement on Employability Enhancement for Social Assistance Recipients. Of particular importance to women will be an expected expansion of the Single Parent Job Access Program.

III - IMMIGRATION AND SETTLEMENT (FLS 298 - 310)

* Immigration & Settlement Branch has provided Newcomer Services in the form of support programs to meet identified community needs.

  - Grant to Planned Parenthood to develop multilingual contraceptive education program for immigrant women. Program is currently operating as a pilot project under auspices of Health Department.

  - Grant to Manitoba Association of Childbirth and Family Education for multilingual prenatal classes.

* Immigrant Access Service: Assists immigrant clients who require a culturally sensitive, linguistically oriented counselling service providing information about existing social services such as education and training. It also provides community and cultural services.

Program Recognition

* Provides professionally-trained newcomers with Canadian work experience through the provision of wage subsidies to employers. Women's participation has increased to approximately 30% of the target group up from the 25% of 1987 figure.

* Demand for entry into this program remains high while employer participants are limited.

* The program is completing its third cycle with funding for a fourth cycle expected to begin in April/88.

Future Directions

* Funding a report for abused immigrant women.

IV - YOUNG WOMEN (FLS paragraph 287) See Employment/Labour p. 10

In the past year, the focus has been on women's potential in the workforce. Educational materials have been produced to increase the participation of girls in the areas of mathematics and science. It is hoped that this will help to stimulate interest and prepare young women for entry into the non-traditional fields of study. The Manitoba Government has continued to deliver a number of employment creation and work experience programs that have specifically provided career related job opportunities for youth (eg. Careerstart, Student Temporary Employment Program (STEP)). Women's participation rates are high in these programs.

* Single Parent Job Access Program: a 12 week pre-employment or 6 month on-the-job experience. Expanded version of a pilot program initiated in 1986/87. (See Employment/Labour)

* Job Transition for Youth: Designed to prepare 18 - 24 year old social-allowance recipients for permanent employment. Women's participation in 1986/87 pilot project was 40.4%.

* Manitoba Youth Job Centres (Summer Employment program) - Works in cooperation with Canada Employment Centres. Women represented 44% of placements in the 1986/87 program.

* Access Programs provide training in professions such as medicine, social work, nursing and teaching. Training resources and processes reflect the cultural background and economic circumstances of students, over half of whom are women.

Future Directions

* Commit adequate resources and energy toward a coordinated inter-governmental action for economic equality for young women.

* Jobs and career advancement for Manitoba youth will continue to be a high priority in 1988/89. Young women are expected to participate equitably in Manitoba Government labour market programs directed toward young people.

ENERGY & MINES (FLS 218 - 223)

General Comment

Historically, Energy & Mines has been a male-dominated employment area. Statistics indicate that only a few women are graduating from courses that relate to energy and mines.

To a large extent, the problem of raising the numbers of women interested in the non-traditional, higher skilled occupations is a matter of changing basic educational patterns which lead to career or post-secondary education decisions.

Policies & Programs

Special strategies are being developed and implemented to recruit women for technical and professional employment and the Limestone Project.

* An Affirmative Action Committee is in place and is committed to an ongoing and vigorous program which will enable the departmental employee complement to reflect target groups proportionate to the general population. It is hoped that this can be achieved within 20 years.

* 1987-88 plans include specific goals and objectives for recruitment of target group individuals and provision of developmental opportunities to women in the clerical category.

* Emphasis on Women in Non-traditional roles. Departmental representatives, posters at career symposiums, illustrations in departmental brochures, etc., will promote participation of target group individuals.

* Limestone Training & Employment Agency is undertaking a comprehensive community-based outreach program to encourage participation of northern women in non-traditional occupations.

* The development and implementation of a five year training strategy that would increase the number of northern native women training and seeking employment in non-traditional work is now nearing the end of the first year. These programs were designed as a result of special training initiatives connected to Manitoba Hydro's construction of the Limestone Generating Station.

    - In the first year of programming 1987/88, over 200 women have participated in the developmental phase of training. The budget for this phase was over $130,000.

- Second year programming 1988/89: projected number of participants over 250. This second phase moves into longer term training with a budget increased to over $340,000.

- Third year of programming 1989/1990: projected number of participants over 150 in a continuation of the longer term training programs, again increasing the budget to over $500,000.

- Fourth and Fifth year of programming 1990/1991, 1991/1992 will be years spent completing training and providing supports assisting with employment and apprenticeship. Budgets of $300,000 and $150,000 respectively.

By the end of the construction of the Limestone Generating Station, there is a potential of certifying 15 - 30 journeywomen carpenters in northern Manitoba. At present there are just six journeywomen carpenters in Manitoba and none are from the north.

* 1987: completion of phase 2 of the 5-phase plan developed to involve more women in training through the LTEA. (see Education: PSCD)

Future Directions

* Pursue additional avenues to provide career advancement opportunities for women now in the clerical category.

* Produce large print and audio tape resources and master list of all such resource material.

ENVIRONMENT, WORKPLACE, SAFETY & HEALTH (FLS 147)

Policies & Programs

* **Following extensive consultation between government, labour, management and professional and technical groups, two new regulations have been adopted to control health hazards in the working environment:**

  - **Workplace Hazardous Materials Information System Regulation (WHMIS), and**

  - **Workplace Health Hazard Regulation (WHH).**

WHMIS will ensure that information is provided to workers and employers on hazardous materials used in the workplace and WHH will provide employers and employees with guidance in the use of this information. Both regulations will take effect October 31, 1988.

The System focuses on risk identification and is designed to provide information on hazardous materials through:
- proper labelling of materials by suppliers,
- provision of material safety data sheets, and
- effective training of workers and supervisors.

Both regulations will serve as a guide for workplace safety and health committees when dealing with potentially hazardous materials. The Workplace Health Hazard Regulation and the Workplace Hazardous Materials Information Systems Regulation were passed by the Manitoba Government on January 20, 1988. The Workplace Health Hazard Regulation provides a clear delineation of the rights of workers and the responsibilities of employers regarding chemical hazards in the workplace. The legislation provides all workers in Manitoba with the right-to-know about the hazards in their workplace and requires employers to inform their employees about the hazards present in the workplace.

* Principle 226 of the Forward Looking Strategies document relates to the efforts of the National Task Force on Environment and Economy. The Minister of Environment and Workplace Safety and Health is Chairperson of this National Task Force - a group of senior decision-makers from government, industry and non-government organizations. The mandate of the Task Force is to foster and promote environmentally sound economic development. The Report of the National Task Force makes 40 recommendations as to how this can be achieved in Canada. Two of the most important of these recommendations address the formation of Round Tables in the provinces and territories and at the national level, and the development of conservation strategies. The Round Tables are intended to be cooperative industry, government and non-government organization initiatives with the objective of integrating economic and environmental planning through the participation and debate of senior decision-makers in every jurisdiction. Representation on the Round Tables will include senior decision-makers from groups that have significant interest and expertise in environmental and economic issues.

The Task Force Report also recommends that each jurisdiction develop conservation strategies. The Report defines conservation strategies as plans for the rational management and protection of living resources to ensure that Canada's

renewable resource base is sustained for future utilization and to ensure that genetic diversity is preserved and essential ecological processes and life support systems are maintained.

The Task Force supports the concept of sustainable economic development which is defined to mean economic development that ensures the current utilization of resources and the environment, and does not damage prospects for their use by future generations. Curent development practices and economic systems must be integrated and managed to ensure the maintenance of our resource and environmental base for the future.

* On July 17, 1987, the Manitoba Legislature gave Royal Assent to Bill 26, The Environment Act. The new Manitoba Environment Act, replacing the Clean Environment Act as the Province's main environmental legislation, is designed to protect the quality of the environment and environmental health for all Manitobans, and future generations. The new Environment Act requires all environmentally significant developments to undergo an assessment and review process prior to construction or operation. Although the assessment process does not specifically address the impact of a development on women's health and activities, these factors could be considered in the review process for a project.

  The new Environment Act defines a development to mean any project, industry, operation or activities, or any alteration of expansion of any project, industry, operation or activities which causes or is likely to cause a significant effect on the social, economic, environmental health and cultural conditions that influence the lives of people or a community.

HEALTH (FLS paragraphs 148 to 162)

General Comment

Manitoba Health is actively undertaking delivery and/or development of programs addressing the health needs of women and their families. The range of programs emphasizes primary and secondary prevention and therefore incorporates education and health promotion activities, and health screening to a limited degree.

The Manitoba Government recognizes the special needs of elderly persons in society and to that end a Provincial Gerontologist was

appointed in 1982. The mandate of that office is to effect program and policy consultation and interpretation on gerontological issues to senior officials, departmental staff, community organizations, and the general public including individuals and groups of senior citizens.

I - COMMUNITY HEALTH

General Comment

There are 14 Community Health Centres in Manitoba. Most are engaged in providing medical and other health services to the communities or target populations they serve. Most are proponents of improving services to women as a sector of the general population. Several have established self-standing and distinct programs addressing the special needs of women as a separate group.

Policies & Programs

* Women's Health Clinic (Winnipeg)
  - Medical services
  - Counselling services
  - Reproductive health education
  - Support groups (Self-help) eg. PMS, weight preoccupation and menopause
  - Teen drop-in clinics
  - Volunteer program.

* Klinic Inc.
  - Medical services
  - Crisis intervention
  - Counselling services
  - Sexual assault program
  - Evolve program
  - Crisis line service to battered women (recent acquisition, a temporary service only)
  - Reproductive health education.

* Others - such as Mount Carmel Clinic, Health Action Centre, Hope Health Centre, etc., deliver services such as Reproductive health education, prenatal clinics, etc.

* There are 117 non-profit Personal Care Homes in Manitoba (33 in Winnipeg, 84 outside of the city) which serve the needs of many elderly women. In 1987, about 70% of the more than 8,000 residents of these homes were women.

* The Home Care program, which provides attendant care for those who need some support in their own homes, admitted 867 people in January 1988; more than 78% of these people are over 65 years of age and most of the elderly clients are women. The number of clients greater than 80 years old is increasing and the majority of these are women. The Home Care workforce is comprised almost completely of women; these workers negotiated their first collective agreement and signed a first contract with government recently, guaranteeing the workers certain rights and benefits.

Future Directions

* Improving the coordination and effectiveness of community-based service programs.

* Establish and maintaining community-based continuing care.

* Strengthen existing service programs in order to meet previously underserved special groups' needs, eg., native, elderly and disabled women.

II - MATERNAL & CHILD HEALTH

Policies and Programs

* All essential drugs appropriate for medical needs are available in Canada, and access to required drugs is assisted through provincial drug reimbursement program.

* Provincial health facilities were required to begin to implement affirmative action plans in 1986.

* Many of the government's health programs for women are developed and evaluated through the Maternal and Child Health Directorate. The programs are delivered by regional staff and funded agencies throughout the province. Audio-visual and print resources in related areas are purchased, developed and distributed throughout the province for use by the service providers and the public.

* The government's Reproductive Health Program has focused primarily on prevention. The initiatives include:

  - A comprehensive province-wide reproductive health promotion program.
  - Public and health profession education on reproductive health issues is provided.
  - Funding to community services to provide complementary services, including:

i) Committee on Unplanned Pregnancy (COUP)
Interagency committee comprised of community health organizations and Manitoba Health officials. Media campaign aimed at promoting reproductive health awareness and communication among adolescents, as well as with their parents.

ii) Facts of Life Line
Toll-free province-wide information and referral line, established by Planned Parenthood Manitoba. The service is used by youth, young adults and parents. Also refers clients, as requested, to existing health and counselling services. Averages almost 1,300 calls/month.

iii) Funding to Community Health Organizations
Grants are provided to various community health organizations; as well as to fund specific reproductive health outreach workers at five centres.

iv) Thompson Adolescent Health Education Centre
The centre is funded and staffed (nurse coordinator) by Manitoba Health. It was established in cooperation with local school division and parent liaison committee. Education and counselling services are provided on wide range of health issues.

Issues currently being studied by the Department include:

- Midwifery
- Depo Provera
- Availability of abortion services
- Counselling for unplanned pregnancy

Areas in which program development activities are currently underway:

- Defining service delivery standards for care of all Manitobans in the reproductive, childbearing, childrearing and childhood years.
- Strengthening of reproductive health education and services.
- Expanding community-based service options for care of the new and growing family (surveillance for pregnancy-induced hypertension, postpartum and infant shortened hospital stay, neonatal follow-up.)
- Support to parents in their parenting role (Education, Resources)
- Services and resources for immigrant families.

III - MENTAL HEALTH

General Comment

There is a growing recognition to address women's issues in the area of Mental Health. Educational programs are in place to further enhance knowledge which is required to deal with the complexities of Mental Health concerns.

Policies and Programs

* Training programs for community mental health workers focus on dealing with women who have a history of sexual abuse in childhood.

* The department collaborates with immigrant women's groups to identify particular concerns of this group. Programs that deal with identified issues are in a planning stage.

Future Directions

* A committee has been struck to identify specific women's issues to plan for Health/Mental Health reform.

HOUSING

I - HOUSING AND SPECIAL SHELTER NEEDS (FLS paragraphs 209 - 212)

General Comment

Involvement of women in both management and policy/programming planning capacities within the Department of Housing has occurred to various degrees.

The Department of Housing has instituted mortgage financing for various non-profit ventures and has implemented several initiatives in response to the International Year of Shelter for the Homeless, (1987).

Polices & Programs

* Women have been involved in providing the Department with important "feedback" on the housing environments that the agency has produced. Post-construction analysis of public housing projects, both family and elderly, have been done through direct survey of women tenants.

Child Care (paragraph 228)

* Interior and Exterior amenity space has been provided in several housing projects (activity spaces designed and engineered for children).

* Child Care space has been included in some projects.

Abused Women (paragraphs 231, 288)

* There are currently six crisis shelters in operation and four in various stages of planning and development.

* Support to Ma Mawi-Chi-Itata in their efforts to find a suitable Shelter site for Native women.

* Women in Second-stage Housing (WISH) has been established in a public housing block. Tenants will be selected by WISH.

  - a suite has been provided free of charge to be used as a drop-in centre
  - a "Housing Emergency" security system has been installed for the protection of tenants
  - a specially designed protocol is in place to ensure rapid response from protection agencies.

Disabled Persons Housing (paragraph 296)

* Housing with an Independent Difference (HIDI) has integrated severely disabled persons into a social housing block. Eight out of 24 units in a newly constructed apartment block have been specially designed to accommodate special needs clients. More than 50% of the tenants are women.

* Department of Housing provides one suite free for the use of health care and other support personnel who are on-site on a 24 hour basis.

* Programs are in place which support physical, emotional and life skills needs. Staffing for this project is provided through the Department of Health.

Destitute and Migrant Women (paragraphs 289 and 300)

* Mortgage financing has been provided to the Salvation Army for a new hostel which will include residence space for transient women.

* Collaborating with the Main Street Project to develop a 70 bed facility for the chronically homeless. (Revolving-door syndrome clients)

- This project will not only provide shelter but will also provide other supports.

- The facility will serve both women and men.

Refugee Women (paragraphs 298 - 299)

* Provided mortgage financing for Knox International Centre to develop a centre-cum-hostel for newly arrived immigrants and refugees. Hitherto, this group had been housed in various hotels and motels.

Future Directions

* Department of Housing works with Manitoba Regional Housing Authority in many Federal-Provincial cost-sharing housing projects, eg. Urban Native Housing, Non-profit Housing, as well as the Provincial Co-op and Home-start programs. These programs are generic in nature; however they are also available to women who are interested in these ventures.

* Programs for transient women, chronically homeless and newly arrived immigrants and refugees were initiated in response to the U.N. International Year of Shelter for the Homeless (1987).

INDUSTRY, TRADE & TECHNOLOGY (FLS 144- 146; 189-192; 197-205)

General Comment

The Manitoba Government continues its cooperative approach with business to keep the economy vibrant and growing; it considers, also, full employment opportunities for Manitobans to be a cornerstone of its policies and programs.

Policies and Programs

* **IT & T Affirmative Action Program**

  In accordance with the Affirmative Action Department plan, an active recruitment campaign was initiated and a number of women are now in managerial positions.

  Training and development were encouraged to complement recruitment activities. The awareness of the administrative support staff, together with the encouragement of management led to participation of 25% of the administrative staff in

career development pursuit. Twelve of the forty-eight support staff attended seminars, workshops, technical training and university courses.

* Development Agreements

The integration of Affirmative Action objectives with Departmental Development Agreements resulted in the following:

- In 1987/88, out of six cases, five had affirmative action components, and four had both affirmative action and pay equity components.

* Technology Commercialization

The Technology Commercialization program has assisted women in the planning and execution of new technological business ventures.

Under this program, ten businesswomen were assisted in 1987, compared to four in 1986. These women held executive/ownership positions in their companies. The activities of the companies were in the areas of advanced technology - software, electronics, food products, and plastics. It is worth noting that of the five consultants employed to administer this program, three are women.

* InfoTech

InfoTech supports women in the Manitoba labour force by assisting in the production of software, primarily for educational purposes, and by providing training and professional development for teachers in the application of technology to education.

Through the InfoTech Incubation Program, some businesswomen have developed sophisticated business software of high quality. One of the companies that was established employs seven persons and markets its products across Canada and the United States.

As a spinoff of InfoTech, the Creative Retirement Program attracted some retired women, who through computer training, managed to be employed and became active in the mainstream of the labour force. Similarly, through the Business Opportunity Program, some young native women are now actively participating in the labour force.

* The Workplace Innovation Centre

Technology Discovery: Dialogue on Technology, and Technology Advocacy terminated in 1987. As a natural progression from the talks, the Workplace Innovation Centre Act was passed and a Workplace Innovation Centre was established to help employers and employees adjust to the changes brought about by new technologies. Rapid changes are especially evident in computerization, a development which has far-reaching ramifications for female employees. The Centre's mandate is to assist in:

- establishing guidelines to adjust to technological change,
- training, retraining and relocation of employees, and
- encouraging employee participation in the implementation of new technologies

The Centre also offers a consulting service to both management and labour; as well, it offers an information resource service. The Workplace Innovation Centre is operating in the second year of a 3 year grant from the Manitoba Jobs Fund.

LABOUR (FLS 147)

I - PAY EQUITY

The Pay Equity Act - applies to the civil service, 20 Crown Corporations and 27 designated external agencies comprised of 23 of the larger hospitals and universities. Implementation of equal pay for work of equal value legislation in the public sector is proceeding smoothly and on schedule. Second stage of negotiation completed September 30, 1987. Established exact allocation and phasing-in of necessary wage adjustments. The Pay Equity wage adjustment process began on October 1, 1987. The adjustments will be phased in over a 4 year period. 4900 employees in female-dominated classes will be receiving wage adjustments.

Future Directions

* Ongoing consultation to implement pay equity in the private sector within four years.

* Establish a community committee which will consider means of implementing pay equity in the private sector.

II - PENSIONS

The Pension Benefits Act - covers all employees who are members of any registered pension plan operating in the Province of Manitoba. Changes in the Act affect both private and public sector employees. Amendments made to the plan to date include:

- Unisex tables now used to calculate money purchase pension plan annuities in Manitoba,
- Extension of pension benefits to part-time workers,
- Improved survivor benefits and credit-splitting on marriage breakdown, and
- Expanded disclosure requirements, i.e., members' right to information concerning their pension benefits.

MONITORING SOCIAL & ECONOMIC DEVELOPMENT FOR WOMEN

Manitoba Women's Directorate

The Mandate of the Women's Directorate is to monitor the impact of provincial and federal policy upon women in Manitoba. Its task is to coordinate the research, development, communication and evaluation of government programs, policies and legislation in order to ensure the enhancement of the status of women in Manitoba.